Candidate Review Guide

PRINCIPLES	QUALIFICATIONS	CONSIDERATIONS
Experienced at deliberating thoughtfully and collegially, as an open-minded contributor on a team	Effective as a communicator	• Speaks clearly and concisely, adapting communication style based on feedback of the audience. • Communicates with others in a way that is perceived as engaging and persuasive. • Demonstrates experience in public speaking on a topic. • Uses a clear writing style to articulate purpose, focus, conceptual frameworks and logical arguments. • Demonstrates the capacity, as an active listener, to understand themes in complex discussions and respond appropriately.
	Open-minded and inclusive	• Displays a willingness to relate to or empathize with a point of view or perspective with which he or she does not necessarily agree. • Provides perspectives that demonstrate awareness or value of alternate viewpoints. • Demonstrates experience in collaborating with people of different backgrounds and perspectives. • Demonstrates experience working and collaborating with international partners.
Skilled at making and explaining decisions based on a set of policies	Skilled at making decisions based on a set of policies, parameters or frameworks	• Reflects a record of making decisions based on a set of policies, parameters or frameworks. • Makes or endorses decisions systematically. • Adjusts perspective or criteria for decision-making based on sound research and data.
Well-versed on matters relating to digital content and governance, including free expression, civic discourse, equality, ethics, safety, privacy and technology	Experienced on matters relating to digital content and governance, including free expression, civic discourse, equality, ethics, safety, privacy and technology	• Has worked in their field enough years to be considered experienced or has achieved higher education or certification. • Has trained or practiced in his or her field for sufficient time to confidently speak to key best practices and/or to advise high level decision-makers.
	Recognized as a credible voice in his or her field	• Demonstrates credibility as a respected member of his or her field (i.e. experiences and responsibilities are known to be significant on the basis of substantial service in national governments, non-governmental organizations, intergovernmental organizations, on advisory or corporate boards, commissions or other such institutions). • Has a record of community involvement, public speaking, or writing that has gained attention and recognition, potentially praised or critiqued by others.
Committed to the Board as an institution	Recognized as independent and impartial	• Expresses views that at times diverge from organizations that he or she endorses or represents. Has a record of independent judgment, including expressing views that diverge from those of Facebook.
	Willing to review sensitive, controversial and/or potentially uncomfortable issues	• Demonstrates experience and/or ability and willingness to engage on sensitive, uncomfortable, controversial or volatile issues. • Uses a collegial and empathetic approach in speaking or writing about sensitive, controversial or uncomfortable issues.

Available at https://about.fb.com/news/2019/09/oversight-board-membership/